Government of Saskatchewan

Annual Report 2001-2002

Saskatchewan Labour

for the fiscal year ending March 31, 2002

Published by Authority of
The Honourable Deb Higgins
Minister

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Her Honour
The Honourable Dr. Lynda M. Haverstock
Lieutenant Governor
Province of Saskatchewan

May it Please Your Honour:

I respectfully submit the Annual Report of Saskatchewan Labour for the fiscal year ending March 31, 2002.

Deb Higgins
Minister of Labour

The Honourable Deb Higgins
Minister of Labour

Dear Madam:

I have the honour of submitting the Annual Report of Saskatchewan Labour for the fiscal year ended March 31, 2002.

Respectfully submitted,

John Boyd
Acting Deputy Minister

Who We Are

A thriving economy depends upon the efficiency and co-operation of everyone working within it, and everyone benefits from such an economy. Saskatchewan Labour works with employees and employers to promote safe, fair, representative and co-operative work practices that lead to increased productivity and economic well-being.

Saskatchewan Labour employees administer provincial labour legislation while working with employers and employees to prevent workplace injuries and illnesses, work stoppages or disruptions and the unfair treatment of workers. To meet these goals, the department collaborates with business, labour, Aboriginal organizations, educational systems and other sectors of the economy, as well as works with other government departments and agencies. The department has offices in Regina, Saskatoon, Prince Albert, Estevan, Moose Jaw, North Battleford, Swift Current and Yorkton.

The department's legislation, programs and policies affect every one of the nearly 40,000 employers and 500,000 working people in Saskatchewan. For example, employees and employers rely on the Labour Standards Branch for guidance and support in maintaining minimum labour standards that contribute to fair workplaces, while the Occupational Health and Safety Division strives to improve health and safety in workplaces.

Through its Labour Relations and Mediation Division, Saskatchewan Labour also works with unionized workers and their employers to help prevent or minimize workplace disruptions. Both employers and workers benefit from a co-operative approach to resolving workplace conflict.

Provincial labour policies and programs have a significant positive impact on Saskatchewan's economy. There are also social initiatives that benefit the lives of many Saskatchewan people. Saskatchewan labour law is fair, balanced and practical, ensuring the rights and responsibilities of all are respected in the workplace.

Through government reorganization, effective March 31, 2002, the Saskatchewan Women's Secretariat was integrated into Saskatchewan Labour as the Status of Women Office. The office, reporting directly to the Deputy Minister of Labour, will be a single window into government for women, women's organizations and organizations that serve women. The 2001-2002 Annual Report of the Saskatchewan Women's Secretariat identifies the key accomplishments for the fiscal year ending March 31, 2002.

2001-2002 Accomplishments

Support Services Division

The Support Services Division provides staff support to, and partners with, program areas to:

- develop and coordinate research and policy for the department
- develop strategic plans for the department
- develop and administer department resources
- develop and administer human resource services
- develop and administer information technology programs
- develop and administer communications and public relations initiatives
- coordinate employment equity initiatives
- develop programming that promotes safe, fair, co-operative and inclusive workplace practices, and
- assist the growing number of Saskatchewan people, organizations and communities seeking better ways to address balancing work and family issues.

The division also works with other government departments and agencies to further the government's overall goals and objectives. This involvement includes the Assistant Deputy Minister's participation in the Human Services Integration Forum, the Performance Management Initiative, the Public Service Superannuation Plan, the Investment Attraction Committee; the Assistant Deputy Minister's Committee and the CUPE/SAHO/ Government Tripartite Committee.

Planning and Policy Branch

The Planning and Policy Branch contributes to the department's overall goal of promoting and regulating workplace health and safety, co-operation, and employer and employee rights in Saskatchewan. The branch does so by undertaking research, strategic planning, policy development and legislative drafting, as well as providing policy and legal expertise on a broad range of labour issues.

Clients

Our clients include employees, employers and the associations that represent them; department branches and staff; other provincial departments and agencies; Canada's federal, provincial and territorial governments; and the International Labour Organization.

Objectives

- Research, consult, and provide sound economic and social analysis on a broad base of labour law and policy issues
- Develop proactive labour legislation and help create leading-edge programs and services that support sustainable workplaces and a vibrant economy
- Collaborate with internal and external clients to help ensure that the interests of employees and employers are protected
- Provide professional services to the department and its external clients to support forward-thinking program development and operation
- Ensure that the department's position is accurately conveyed in interdepartmental and community/government policies and initiatives

Services

- Research, consult on, analyze and prepare labour legislation that safeguards the interests of employees and employers
- Provide administrative and, on request, research support to the Saskatchewan Minimum Wage Board
- Deliver administrative and policy assistance to the Workers' Compensation Act Committee of Review
- Facilitate awareness and provide expertise on a wide spectrum of labour matters in and outside of government
- Manage the administrative aspects concerning the appointments of labour-related adjudicators and board and commission members
- Track and catalogue collective bargaining agreements in the province

- Analyze union contracts, including wage rates and terms and conditions of work
- Investigate and analyze workplace issues of particular relevance to women, persons with disabilities, persons of Aboriginal ancestry and visible minorities
- Work with provincial stakeholders, the Government of Canada and the International Labour Organization to enhance the safe and fair treatment of the global workforce
- Maintain the department's labour library as a resource for our internal and external clients

2001-2002 Accomplishments

- Provided administrative and policy support to external reviews of the Saskatchewan Workers' Compensation Board and the workers' compensation system
- Coordinated amendments to *The Labour Standards Act* regarding parental leave to allow new parents to fully access maternity/parental benefits under the federal government's Employment Insurance Program
- Developed a survey of wages and working conditions as part of the Workplace Information Program
- Provided statistical analysis to other branches on issues including Saskatchewan Workers' Compensation Board injury data, and youth and Aboriginal employment issues
- Developed Saskatchewan's position on labour issues for inclusion in Canada's response to International Labour Organization requests
- Drafted contracts for the provision of services to the department
- Undertook research for use at meetings of the Canadian Association of Administrators of Labour Legislation and the Canadian Labour and Business Centre
- Coordinated appointments to the Saskatchewan Labour Relations Board, Farm Health and Safety Council, Saskatchewan Workers' Compensation Board and for occupational health and safety and labour standards adjudicators
- Composed and coordinated briefing materials on labour issues for the Minister and Cabinet
- Prepared drafting instructions for the new Mines Regulations
- Maintained a library of 700 union contracts, covering approximately 100,000 Saskatchewan workers
- Provided research and analysis to the Saskatchewan Minimum Wage Board
- Performed ongoing labour market analysis of Saskatchewan's participation in trade agreements, including the Free Trade Area of the Americas' negotiations and the separate agreement with Costa Rica
- Worked with other departments to help ensure that people with disabilities are included in provincial social and economic development opportunities
- Collaborated with other departments on Aboriginal policy and education and awareness issues
- Participated in the government-wide Performance Management and Accountability Initiative
- Provided legal advice to the department on a broad range of labour issues
- Coordinated the department's employment equity activities
- Worked with other departments to further the government's overall employment equity objectives

Minimum Wage Board

Pursuant to Part II of *The Labour Standards Act*, the Saskatchewan Minimum Wage Board makes orders respecting minimum employment standards, including the minimum wage, the minimum age to work in certain occupations, minimum rest periods, maximum work periods, and maximum rates for work-related room and board. Saskatchewan Labour provides administrative support to the board and provides information on the minimum wage and related issues to the public.

The minimum wage in Saskatchewan was six dollars per hour throughout fiscal year 2001-02.

The board resumed deliberations in January 2001 and continued to meet throughout the remaining fiscal year. It ultimately made a recommendation to Cabinet to increase the provincial minimum to $6.35 per hour effective May 1, 2002, and to $6.65 effective November 1, 2002. Cabinet accepted the board's recommendation.

Prevention Services Branch

The Prevention Services Branch was established in July 1998. The Branch provides education and training services.

Clients

Branch clients include the department, educational institutions, students, employment centres, and workplace and safety organizations, as well as other branches of the department.

Objectives

- Develop partnerships and networks to address workplace issues
- Provide applied research to address workplace issues
- Develop education/training materials and programs to promote safe, fair, co-operative, representative and productive workplace practices by networking with educational institutions and employment centres
- Develop networks and provide services to promote farm safety
- Develop networks and provide services to promote occupational health and safety in aboriginal schools and with aboriginal business organizations
- Help young and/or new workers make a positive transition to the workforce

Services

- Develop resources in support of curricula for schools and post-secondary institutions on workplace issues such as occupational health and safety and labour standards
- Develop training materials, publications, presentations and courses on occupational health and safety, including train-the-trainer sessions for educators, to facilitate knowledgeable use of classroom resources
- Coordinate the department's farm safety program
- Provide educational presentations and displays for workplaces, employment centres, schools and community events on farm safety, occupational health and safety, and labour standards
- Conduct research and provide findings on issues related to safe, fair, co-operative, representative and productive workplaces

2001-2002 Accomplishments

- Continued to expand the series of awareness and education materials for new and young workers under the *Ready for Work* program, including the comprehensive *Guide for New Workers* that has also been made available on the *Ready For Work* website (www.readyforwork.sk.ca)
- Updated the labour standards video - *A Good Deal for Saskatchewan*
- Continued the partnership with Saskatchewan Education to develop health and safety modules and generic materials (the program was expanded from 25 hours to 50 hours of interactive studies), and with SIAST to develop generic materials and support the development of specific course materials
- Developed, in partnership with Saskatchewan Education, Core Modules on health and safety and labour standards as part of the new Career Work Exploration and Law high school credit courses
- Worked with the Work and Family Unit to develop a presentation specific to the needs of aboriginal workers
- Initiated an "Occupational Health and Safety in the Hospitality Sector" project by conducting 30 worksite interviews to determine issues facing those who employ young and new workers, and their ability to implement safe work practices
- Developed new inspection and accident investigation training courses and materials used in Occupational Health Committee training, as well as updated train-the-trainer course materials for committee Level I training

- Worked with the Saskatchewan Farm Health and Safety Council to develop the *Farm Safety Guide* and other health and safety awareness and education resource materials for schools and farm families
- Continued the innovative *Grow Up With Safety* Project to develop safety education modules for use by teachers in the grades one to five health education curriculum, in partnership with Agriculture in the Classroom Inc., Saskatchewan Education and other public and corporate agencies
- Developed a comprehensive proposal to expand post-secondary credit options for health and safety training, based on a feasibility study in partnership with the University of Regina Faculty of Education
- Partnered with the Occupational Health and Safety Division and Workers' Compensation Board to develop awareness, education and training materials, including a website and interactive CD, under the umbrella of *WorkSafe Saskatchewan,* a new prevention initiative
- Formalized the provincial Youth at Work reference group through a Minister's Order
- Developed networks with the aboriginal community through involvement with the Aboriginal Government Employees Network (as co-chair and as group facilitators) and the Provincial Aboriginal Representative Workforce Council
- Made contact with more than 100 employment centres and initiated an Employment Centre Binder Working Group that will supply educational materials that are adaptable to employment centre client needs
- Provided presentations and assisted partner agencies in delivering presentations or workshops to raise awareness of occupational health and safety and labour standards issues to almost 34,000 people in the province, including:
    - 17 farm safety presentations/displays at schools and agricultural fairs
    - 445 school and community farm safety presentations in partnership with the Saskatchewan Safety Council and the Saskatchewan Abilities Council
- Provided *Ready for Work* information and resources to a network of 285 high school teachers throughout the province, and worked in partnership with the Professional Development Unit of the Saskatchewan Teachers' Federation to deliver 11 *Ready for Work* train-the-trainer workshops to 159 high school teachers
- Provided education resource materials to assist Saskatchewan Federation of Labour representatives deliver 51 *Ready for Work* presentations on occupational health and safety to high schools
- Provided five health and safety presentations, as part of school-to-work transition programs, to First Nations high schools and communities across the province
- Provided 97 other presentations, displays and workshops to schools, industries and workplaces on health and safety and/or labour standards

Communications Branch

The Communications Branch provides strategic communications planning and services for the department and promotes department policies, programs and services.

Clients

The branch works with all other divisions, branches and program areas to provide strategic planning and other communications services. It also works with other government departments and agencies, the public, the media, as well as individuals and groups outside the department on special projects. Its main clients are the employees and employers of Saskatchewan.

Objectives

- Increase public awareness and understanding of department policies, programs and services
- Promote fair, co-operative, representative and healthy and safe workplaces
- Increase public understanding of, and support for, Saskatchewan's labour laws
- Ensure departmental communications initiatives are consistent, effective, cost-effective and timely
- Ensure communications initiatives are consistent with department and overall government goals
- Ensure adherence to government visual identity guidelines, graphic standards and print quality
- Promote understanding of and compliance with legislation administered by the department
- Develop partnerships for communications initiatives

Services

- Strategic communications planning
- Identification of appropriate communications methods for individual projects
- Professional development and implementation of public information programs and supporting materials
- Development and co-ordination of departmental advertising
- Design, launch, maintain and update the department's websites:
  - www.labour.gov.sk.ca
  - www.readyforwork.sk.ca
  - www.workandfamilybalance.com
- Development of publications, including pre-press production
- Liaison with advertising agencies, printers and other suppliers
- Liaison with other government communications offices
- Special events planning and implementation
- Public and media relations
- Responding to public inquiries and referrals
- Joint communications initiatives with public and private sector external partners

2001-2002 Accomplishments

- Expanded information available through the department's three websites, as well as handling the e-mail correspondence from two of the three sites (the Work and Family Unit handles correspondence for www.workandfamilybalance.com); recorded an average of 15,000 visits per month to the main website (www.labour.gov.sk.ca) during the year under review
- Provided communications support for *The Workers' Compensation Act* Committee of Review, including managing a temporary website, design and production of the final report and coordination of its public release
- Prepared communications strategies and provided communications services for a wide range of department initiatives, including those related to *The Labour Standards Amendment Act, 2001*, proposed increases to the minimum wage, and ratification of International Labour Organization conventions C-29 on forced labour and C-155 on occupational health and safety

- Undertook more than 100 new projects, including brochures, booklets, manuals and promotional items, for department divisions and branches, as well as 100 reprints
- Worked with Human Resources Development Canada and with representatives of safety stakeholders on North America Occupational Safety and Health Week projects
- Continued a media relations campaign to encourage awareness of and participation in the Farm Safety Poster Contest and Calendar
- Prepared speeches and background materials for the Minister of Labour and department officials on a variety of issues
- Developed materials for a variety of trade shows and conferences, including Agribition, the Farm Progress Show and the Saskatchewan Federation of Labour annual meeting

Human Resources and Administration Branch

The Human Resources and Administration Branch provides staffing, financial and systems technical support to the department.

Human Resources Unit

Under the authority of *The Public Service Act*, the Human Resources Unit provides proactive, value added consultative and administrative services that meet the human resource needs and expectations of the department.

Clients

The clients of the Human Resource Unit include managers and employees of Saskatchewan Labour, the Labour Relations Board and the Women's Secretariat.

Objectives

- Support the department in the development of a departmental human resource plan that aligns with the strategic plan
- Identify future human resource needs based on employee retirement and foresee upcoming turnover and retirement patterns to indicate labour shortages or succession problems
- Provide interpretations of the collective agreement, human resource policies and human resource legislation
- Promote barrier free approaches to personal and family leave issues
- Provide advice and guidance on resolutions to performance issues
- Orient new employees on benefit programs, eligibility requirements and corporate policies
- Provide proactive support to the department Union-Management Committee (UMC) and Occupational Health and Safety Committee (OHC)

Services

- Manage strategic human resources by facilitating the development of a human resource plan that supports the department's strategic plan
- Co-ordinate corporate human resource programs such as employment equity, performance management, employee and family assistance, staffing, classification and labour relations
- Facilitate the resolution of workplace conflict and promote a collaborative problem-solving approach
- Provide consultative services in the planning and implementing of organizational change and employee transition
- Provide central support to the department Intranet Personnel System (IPS)
- Promote a safe and healthy workplace for all

2001-2002 Accomplishments

- Developed a human resource plan for the department
- Staffed 23 vacancies in three agencies (18 of which were staffed with target group members)

- Implemented bi-weekly payroll for all in-scope employees
- Liaised with the Public Service Commission to finalize the implementation of the scope review and facilitated the process of out-of-scope employees moving in-scope
- Developed an orientation package of information for new employees
- Addressed issues raised by the Union-Management Committee and Occupational Health and Safety Committee

Administrative Services Unit

The Administrative Services Unit provides managerial, financial and systems support to the department.

Clients

Unit clients include the staff of the department, the Labour Relations Board and the Women's Secretariat, and other government agencies and boards, and the public.

Objectives

- Ensure proper financial and administrative policy and procedures are in place
- Develop and coordinate a budget that supports the department's strategic plan
- Interpret financial policy to ensure accurate revenue and expenditure controls
- Provide leadership and support for relocation and renovations
- Manage and maintain department computer systems and networks

Services

- Financial management advice
- Budget coordination and forecasting
- Expense and revenue accounting services and controls
- Records management
- Property management, mail services and vehicle coordination
- Maintain equipment inventory
- Coordinate requests under *The Freedom of Information and Protection of Privacy Act*
- Systems planning, development, maintenance, training, equipment selection and set-up
- Manage purchase of goods and services

2001-2002 Accomplishments

- Exceeded the government average for timely payment of bills 97 per cent of the time
- Coordinated two major office renovation projects
- Responded to 26 requests under *The Freedom of Information and Protection of Privacy Act*
- Reviewed grant payment policy
- Assisted the Occupational Health and Safety Division with the implementation of the Labour Information Network System that supports inspection services
- Developed and implemented a Case Registration and Tracking Information System for the Office of the Workers' Advocate and Ultrasound Registration Systems for the Occupational Health and Safety Division
- In partnership with Human Resources Development Canada, assisted the Planning and Policy Branch with the development of Wage Survey and Collective Agreement Information Systems
- Completed the migration to a new government-wide computer network
- Upgraded network computers, increased network security and implemented new computer network, email and desktop operating system software

The Work and Family Unit

The Work and Family Unit was established in April 2000 following the 1998 Report of the Public Task Force on Balancing Work and Family. It co-ordinates government efforts to address the negative consequences that can arise because of a lack of work and family balance. The unit provides capacity building support, including offering motivation, knowledge, networking and skill development opportunities to business, labour, government and community representatives throughout Saskatchewan to help key stakeholders respond to work-family issues.

Clients

The unit provides services to employers and employees, and the organizations that represent them, human resource professionals, community-based partnerships that focus on work-family/life balance, government departments and members of the public.

Objectives

- Provide leadership within government (including intergovernmental bodies) on balancing work and family issues facing families, employers and employees
- Provide motivation, knowledge, networking and skill development opportunities to Saskatchewan employers, employees and community organizations that request assistance in dealing with work/family issues
- Facilitate partnerships between workplaces, stakeholders and community groups to promote the importance of supporting change and innovation leading to more work and family/life balance

Services

- Research on balancing work and family issues in co-operation with Saskatchewan employers/employees
- Consultative services on how to achieve more work-family/life balance in the workplace
- Workshops, lectures, presentations on numerous aspects of work-family/life balance
- Developmental assistance to groups that are working on work-family/life balance issues, including assistance with grant applications, partnerships building and locating consultants/ researchers
- Networking opportunities for employees, employers, professional and business associations and trade unions that wish to share information on work-family/life balance issues

2001-2002 Accomplishments

- Launched the Saskatchewan Labour Work and Family website (www.workandfamilybalance.com)
- Published, in partnership with the Saskatchewan Women's Secretariat, *Becoming More Family-Friendly: Narratives from Eight Saskatchewan Workplace;* the publication profiles eight Saskatchewan organizations that have embarked on a process to become more family-friendly
- Co-chaired the Canadian Association of Administrators of Labour Legislation (CAALL) Ad Hoc Committee on Work-Life Balance that produced *Work-Life Balance in Canada: A Report to Ministers Responsible for Labour in Canada*, that was released to the public at the Federal/Provincial/Territorial Labour Ministers' meeting in Halifax
- Maintained a resource service (which includes e-information and hard copy material) for clients of the Work and Family Unit
- Provided development assistance to public work and family/life balance sessions during September of 2001 in Saskatoon *(The Economics of Eldercare: The Bottom Line for the Workplace)* and Regina (*The Workforce of the Future: Linking Prosperous Workplaces, Work-Family Balance and Healthy Children)*
- Delivered a number of educational presentations for a variety of organizations and conferences, including:
  - Weyburn Health District
  - Women's Secretariat Conference

- Crown Investments Corporation
- Work/Life Balance and Employee Wellness Strategies Conference
- SIAST Northlands College
- Workplace Health Advisory Committee
- Minimum Wage Board
- Saskatoon Caregiver Centre
- Canadian Food Inspection Agency
- Regina District Health
- Health Canada Population and Public Health Branch
- Government of Manitoba Labour and Women's Equity Staff
- Luther College
- SaskPower
- Saskatchewan Health Excellence Awards (SHEA)
- Sask Energy
- various government departments and committees
- Provided ongoing, practical, capacity-building assistance (strengthening the capacity of groups to focus on work-family/life balance issues) to a number of employers in the private, public and non-profit sectors
- Provided capacity-building assistance to Family Service Regina, Work–Life Balance Network Regina, The Balancing Work and Family Alliance (Saskatoon), local groups in Yorkton, and the Informal Caregiver Project (Saskatoon Council on Ageing)
- Assisted community-based work and family groups to obtain federal funding

Occupational Health and Safety Division

The Occupational Health and Safety Division works to prevent work-related injuries and illness. The division assists occupational health committees, workers, supervisors and employers to fulfill their responsibility for the control of workplace hazards, ensures compliance with *The Occupational Health and Safety Act, 1993* and *The Occupational Health and Safety Regulations, 1996*, and provides technical assistance in the identification and control of hazards that may cause injury or illness.

Clients

The services of the division are available to all Saskatchewan workers and employers, occupational health committees and worker occupational health and safety representatives.

Objectives

- Ensure occupational health committees are effective and that the system of internal responsibility is functioning properly
- Ensure compliance with the Act and regulations and respond to health and safety concerns
- Assist occupational health committees in the identification and control of hazards
- Increase the number of active occupational health committees
- Ensure adequate training is provided to occupational health committee members and supervisors on their role and responsibilities for controlling workplace hazards
- Respond to concerns about toxic substances and investigate cases where illness may have resulted from exposure to such substances
- Support implementation of the Workplace Hazardous Materials Information System (WHMIS)

- Ensure stringent control of both radiological and conventional health and safety hazards in Saskatchewan uranium mines
- Promote health and safety through production and distribution of publications, presentations, video loans, displays and other media

Services

- Develop and implement standards for the control of workplace hazards in the form of legislation, regulations, codes of practice and uranium mining surface lease conditions
- Inspect workplaces to assist employers, workers and occupational health committees fulfill their role in the day to day control of hazards, and to enforce compliance with the Act and regulations
- Provide advice and assistance for the establishment of new occupational health committees and the revitalization of existing committees
- Provide advice and assistance for the establishment and implementation of occupational health and safety programs and management systems
- Investigate fatalities and serious industrial accidents
- Provide professional opinions on toxicological concerns to workers, employers, occupational health committees and physicians
- Enforce the requirements of WHMIS
- Enforce surface lease conditions regarding both radiological and conventional health and safety in provincial mines
- Collect and analyze data to determine risks to health and safety and to evaluate and control hazardous work processes
- Provide information on health and safety standards in the form of guidelines, hazard alerts and other publications
- Review Environmental Impact Assessments and proposals for projects that involve toxic substances or hazardous conditions
- Administer examinations to certify the competence of mine supervisors, blasters, hoist operators and mine rescue personnel
- Make presentations to promote awareness and provide information on safe work practices to organizations and in workplaces
- Prepare and deliver occupational health and safety training courses
- Maintain a health and safety publication inventory
- Administer a health and safety video library
- Participate in activities and support the Northern Mine Monitoring Secretariat

2001-2002 Accomplishments

- In partnership with the Saskatchewan Workers' Compensation Board (WCB), launched a provincial prevention initiative, *WorkSafe Saskatchewan* with a CD-ROM and website (www.worksafesask.ca) containing practical health and safety information with links to approximately 600 OH&S resources, including the Canadian Centre for Occupational Health and Safety (CCOHS)
- Saskatchewan Labour and the WCB signed a Service Level Agreement to address Labour's WCB data requirements
- The Chief Occupational Medical Officer (COMO) provided day-to-day support to the division on medical matters and publication reviews; research was conducted to assess the need for guides on sharps injuries in health care, vaccinations, infection control plans for first aid workers and physical fitness certificates
- Signed memorandum of understanding between the province and Human Resources Development Canda to formally transfer enforcement responsibility for non-radiological health and safety to the province
- Continued harmonization discussions with the Canadian Nuclear Safety Commission (CNSC) to reduce regulatory duplication for the control of radiological hazards in uranium mines

- Continued to work with organizations representing school trustees, education administrators, teachers and school support staff to improve health and safety practices in schools, including the effectiveness of occupational health committees (OHCs), implementation of OHC train-the-trainer and the development of an OH&S program for the sector; also participating in work to develop OH&S guidelines for schools
- Worked with the Saskatchewan Association of Health Organizations (SAHO) and the WCB to sponsor seminars for health districts on the availability, practicality, cost and effectiveness of mechanical devices to begin to address manual lifting, transferring, turning and repositioning of patients and residents that are the major cause of back injuries for this industry
- Entered into discussions with Saskatchewan Environment and Resource Management to include OH&S requirements in license permits and forest management agreements, as well as to establish informal liaisons between officers
- Enhanced partnerships with WCB, industry safety associations and the Saskatchewan Safety Council to assist employers and occupational health committees with the development and implementation of an effective occupational health and safety program, and audited the programs at 419 workplaces
- Refined a targeted inspection initiative that resulted in 134 overall reviews of employers on the WCB surcharge list because these employers account for a disproportionate share of workplace injuries in Saskatchewan
- Undertook initiatives to support mine safety, including:
  - continuing a review of ventilation practices in underground potash mines
  - continuing a review of the use of roll-over protective devices (ROPs), falling-object protection devices (FOPs) and seat belts
- further review of methods of ground control
- analysis of hoist rope life to assist with granting extensions
- developing a monitoring method for diesel soot in underground mines
- Implemented the improvements required by most of the accepted recommendations from the OH&S Council's Report on the review of *The Occupational Health and Safety Act, 1993*, and began working towards implementing the two significant themes of more aggressive prosecution and enforcement and a more effective prevention promotion strategy
- Following extensive consultation with industry and unions, a comprehensive review of *The Mines Regulations* was completed. Revisions to the regulations are being drafted
- Maintained a system for monitoring occupational health committee activity and for following up with committees that fail to meet
- Conducted inspections of bakeries to determine exposure to flour dust
- Conducted 2,837 inspections and issued 3,647 contraventions, including cessations of work, notices and compliance assurances
- Initiated seven prosecutions
- Concluded 170 accident/incident investigations and 14 fatality investigations
- Assisted in the establishment of 273 new occupational health committees
- Conducted targeted inspections at:
  - 169 residential construction sites
  - 524 general construction sites
  - 140 oil/gas sites
  - 170 sawmills/forestry operations
  - 11 pipeline construction sites
  - 101 metal manufacturing operations
  - 19 highway construction sites
  - 108 health care facilities
  - 19 meat, poultry and fish processing plants
  - 114 farm-related operations, including intensive livestock

- Responded to 18 refusals to work in unusually dangerous situations under Section 23 of *The Occupational Health and Safety Act*, 48 complaints of discriminatory actions because of involvement with OH&S activity and 38 cases of alleged harassment
- Examined 1,048 samples collected in workplaces in the hygiene laboratory
- Provided equipment to workers in 226 indoor workplaces to investigate concerns
- Administered 79 mine rescue examinations, seven mine rescue instructor examinations, 56 supervisor examinations, 19 hoist operator examinations and 46 blasting explosives examinations
- Responded to 61 concerns about toxic substances and audited seven supplier Material Safety Data Sheets
- Investigated the cause of illness at 11 workplaces
- Reviewed 17 environmental impact proposals
- Prepared new guidelines, fact sheets and brochures on:
  - *Chemical and Biological Substances Guide*
  - *Health and Safety Orientations: A Guide for Employers*
  - *Chronic Wasting Disease*
  - *Mould Fact Sheet*
  - *Farm Safety Guide*
- Revised guidelines, fact sheets and brochures on:
  - *Accident Investigation: A Guide for Committees and Representatives*
  - *Inspections: A Guide for Committees and Representatives*
  - *Overview of Legislation*
- Updated information on the division and its publications on the Saskatchewan Labour website
- Delivered 140 occupational health and safety training courses to 3,643 people
- Promoted opportunities for joint delivery of committee training
- Provided 143 presentations to groups of employers, workers or their organizations and loaned 1,361 videos
- Provided responses to inquiries, including 242 related to harassment and 661 requests for technical support
- Addressed 19 appeals of officers' decisions to the director or to adjudicators

Radiation Safety Unit

The Radiation Safety Unit of the Occupational Health and Safety Division works to ensure that there is no unnecessary exposure to either ionizing or non-ionizing radiation by providing consultation and advice and by enforcing the requirements of *The Radiation Health and Safety Act, 1985* and regulations.

Clients

Clients include equipment owners, employers, employees and individuals at risk of exposure and the public.

Objectives

- Ensure compliance with the requirements of *The Radiation Health and Safety Act* and regulations
- Assist radiation users in the identification and control of hazards
- Ensure adequate training of owners and operators of radiation devices in their role and responsibilities for controlling workplace hazards
- Respond to concerns about radiation and investigate cases where there may have been an over-exposure
- Promote radiation health and safety through production and distribution of publications, presentations, displays and other media

Services

- Promote the safe and proper use of radiation by conducting inspections of radiation equipment and by auditing quality assurance programs
- Work closely with owners, technologists and service engineers to ensure that the diagnostic benefits of radiation are maximized while radiation exposures to patients and staff are minimized
- Provide medical physics support to accredited mammography facilities
- Provide consultation services to users and owners of radiation equipment and radiation sources
- Make presentations to organizations and in workplaces to promote awareness and provide information on radiation safety procedures
- Review occupational radiation exposure reports and investigate high exposures
- Maintain a radiation laboratory to ensure the proper calibration of radiation monitoring equipment, perform wipe test analysis of sealed radioactive sources and analyze radon monitoring devices
- Provide immediate response in the event of a radiation emergency in the province
- Liaise with federal and provincial agencies across Canada to work toward the delivery of a unified radiation safety program

2001-2002 Accomplishments

- Provided inspections and consulting services to owners of radiation equipment by performing 90 on-site visits, 22 radiation installation plan approvals and 248 medical and dental postal quality assurance tests
- Performed 603 tests and calibrations in the unit's radiation laboratory
- Delivered 26 presentations on radiation safety issues
- Supported the Mines Safety Unit in radiation issues and trained the Mines Safety Unit's Radiation Safety Technician
- Reviewed ionizing radiation dosimetry reports for approximately 5,100 workers
- Participated in the Uranium Miner Cohort Study, an epidemiological study of Saskatchewan uranium miners, being conducted by the governments of Canada and Saskatchewan and the uranium mining industry
- Conducted a radon survey of northern schools in co-operation with Northern Health Services and the Environmental Quality Committees
- From the survey of workplaces with radio frequency (RF) emitting devices in the province, prepared a list of nine locations for follow up inspections
- Chaired a government/industry Working Group that developed Canadian guidelines for the handling of naturally occurring radioactive materials (NORM)
- Liaised with federal and provincial radiation protection agencies across Canada to work toward the development of harmonized standards for radiation safety

Labour Services Division

Labour Standards Branch

The basic rules for work for most people in Saskatchewan are set out in *The Labour Standards Act*. The Labour Standards Branch promotes and enforces those rules.

Clients

The services of the branch are available to all residents of Saskatchewan, including employees and employers.

Objectives

- Respond to employee complaints to help achieve fairness in the workplace
- Provide information about labour standards law
- Apply the labour standards rules fairly

Services

- Inform people about their rights and responsibilities at work
- Provide the public with information on labour standards law
- Investigate complaints about unpaid wages
- Collect wages owed to workers
- Inspect workplaces to uphold the law
- Help employees and employers deal with work problems relating to labour standards law
- Promote understanding of labour standards through school systems, community groups and other agencies

2001-2002 Accomplishments

- Responded to more than 70,000 telephone inquiries received at the Labour Standards Call Centre
- Investigated 2,560 wage complaints, held 13 Wage Assessment Adjudication hearings and found $1.81 million owed to workers
- Participated in 60 educational outreach activities for 5,400 employers and employees

Office of the Worker's Advocate

The Office of the Worker's Advocate (OWA) helps injured workers with their workers' compensation claims.

Clients

The OWA provides services to injured workers and their dependants who disagree with a decision made by the Workers' Compensation Board (WCB) concerning their claim for compensation.

Objectives

To help injured workers and their dependants get all benefits they are entitled to under *The Workers' Compensation Act, 1979* by helping them appeal WCB decisions

Services

- Provide expert information and advice to injured workers and their dependants about their claims for compensation
- Advocate for injured workers and their dependents when they appeal WCB decisions
- Conduct research to prove compensation claims
- Gather information from health care professionals, unions, workers, employers and occupational health committees for appeals of WCB decisions
- Prepare and submit written appeals of WCB decisions
- Represent injured workers and dependants at appeal hearings
- Help injured workers understand workers' compensation law, programs and appeal procedures
- Work with unions and other groups to improve policies for injured workers
- Study changes to legislation, policies and programs that would help injured workers

- Make recommendations to both government and *The Workers' Compensation Act* Committee of Review on the Act and its administration
- Work with unions and other groups to develop better ways of representing injured workers

2001-2002 Accomplishments

- Hosted the Annual Conference of the Canadian Association of Workers Advocates and Advisors
- Established electronic links to the WCB to facilitate more timely transfer of information
- Completed a computer database to enhance record keeping and data generation
- Formalized ongoing monthly meetings with WCB management
- Prepared and presented a report to the quadrennial *Workers Compensation Act* Committee of Review panel
- Received requests for assistance from 420 injured workers; finalized and completed 316 cases

Labour Relations and Mediation Division

The Labour Relations and Mediation Division provides mediation, training and information emphasizing common ground to help labour and management improve communications and enhance relationships. It assists in joint problem solving and interest-based negotiations in order to prevent or minimize workplace conflict. The division assists both unions and management in dealing with work stoppages and officials may also act as agents for the Saskatchewan Labour Relations Board in cases that are referred to them by the board.

Clients

The division works with labour and management in unionized workplaces.

Objectives

- Help labour and management improve relationships
- Help employers and employees solve work-related problems
- Help unions and management reach agreement in collective bargaining
- Help shorten strikes and lockouts
- Track the results of the contract bargaining process

Services

- Conciliation of collective bargaining disputes and workplace adjustment plans
- Training on conflict resolution and interest-based negotiation
- Mediation of grievance disputes before arbitration is needed
- Mediation of disputes over issues not covered by standard grievance procedures
- Conciliation of collective bargaining disputes and workplace adjustment plans
- Upon request, appointment of chairpersons for arbitration, special mediation and expedited arbitration
- Provide advice and technical help in industrial relations
- Provide information to management and unions on their obligations under *The Trade Union Act*
- Act as agents for the Saskatchewan Labour Relations Board (SLRB) on first contract applications
- Provide mediation services for the SLRB to resolve disputes without a formal hearing
- Conduct certification/de-certification votes for the SLRB

2001-2002 Accomplishments

- Conflict Resolution two day training – 11 sessions
- Delivered six two-day sessions on Conflict Resolution
- Delivered three two-day sessions on Interest-Based Negotiations
- Provided 275 advisory and technical consultations
- Provided Grievance Mediation services in 44 cases
- Provided Workplace Mediation services (not connected to a grievance) in 21 cases
- Facilitated four Interest-Based Negotiations
- Provided Conciliation Services in 21 cases
- Processed 52 arbitrator appointments on behalf of the Minister of Labour
- Delivered eight information sessions on *The Trade Union Act* to newly unionized employees on behalf of the Saskatchewan Labour Relations Board (SLRB)
- Provided reports and recommendations to the SLRB on three First Contract Applications
- Provided mediation services to the SLRB on one case
- Conducted three votes on behalf of the SLRB

Department Financial Overview

Department Financial Overview 2001-2002

	2001-2002 Budget ($thousands)	Budget Full-time Equivalents	2001-2002 Actuals ($thousands)	Actuals Full-time Equivalents
Administrative Services [1]	1,477	22.4	1,588 [1*]	23.2
Accommodation and Central Services	1,219	-	1,272 [2*]	-
Labour Standards	1,643	32.0	1,587	30.8
Labour Relations and Mediation	633	7.0	454	4.9
Labour Relations Board [2]	810	8.0	796	8.1
Labour Support Services [3]	2,507	35.0	2,340	32.9
Occupational Health and Safety	4,641	59.0	4,593	58.7
Worker's Advocate	478	9.0	487 [3*]	9.0
Total – Department	13,408	172.4	13,117	167.4

1. This branch includes the offices of the Minister and Deputy Minister, the Administration and Resources Branch, and systems support.
2. Labour Relations Board information is contained in a separate annual report.
3. This division includes the Assistant Deputy Minister, the Planning and Policy Branch, the Communications Branch, the Prevention Services Branch and the Work and Family Unit.

Variance explanations:

1* Severance payments, travel and equipment
2* Utility costs and progress payment on renovation
3* Caseload support

Significant revenue:

- Reimbursement from Workers' Compensation Board ($7,203,098)
- Registration fees for radiation equipment ($36,190)

Significant assets*:

The department has four key asset items:

1. 172.4 full-time equivalents
2. Net book value for Radiation and Hygiene Lab and equipment = $116,711
3. Net book value for computer hardware, software and systems development = $357,812
4. Net book value for office equipment and furniture = $145,202

*In accordance with the government's capital asset disclosure policy.

2002-2003
Performance Plan

Overview

Saskatchewan people have a tradition of working together for the common good. We are a community working co-operatively to build a better future for us all. Saskatchewan Labour's performance plan is one way we can move together into a challenging and promising future.

The purpose of the annual report is not only to look back at the past year, but also to look forward to the coming year – to forecast the challenges we are facing and the achievements we hope to realize. In keeping with past annual reports, the Accomplishments section of Saskatchewan Labour's 2001-2002 Annual Report reflects the objectives of each area within the department. The following section describes the department's overall performance plan for 2002-2003 and beyond.

Saskatchewan Labour's performance plan outlines specific long-term goals and objectives that will guide the department over the next several years. As is the case with all such endeavours, Saskatchewan Labour's performance plan will evolve over time.

During the next year, the role of the department will expand with the addition of the Status of Women Office. The office will provide cross-government policy coordination on women's issues and support for pay equity. The goals, objectives and actions that reflect the new mandate of this office will be fully incorporated into Saskatchewan Labour's performance plan over the coming year.

2002-03 Budget Overview

Operating expenditures for the Department of Labour will be $13,834,000 in 2002-03. Department funding supports health and safety, labour relations and labour standards. It also provides advocate support for injured worker claims before the Workers' Compensation Board and extensive prevention, education and training services. Department personnel are located in eight regional offices throughout the province. Through the department's goals of fair, co-operative, healthy and safe workplaces, this budget will support the economic and social development of the province.

The table below breaks down the estimated planned expenditure for the Department of Labour.

2002-03 Saskatchewan Labour Budget
(in thousands of dollars)

Occupational Health and Safety	5,023
Labour Support Services	2,489
(Planning & Policy, Prevention Services, Status of Women Office, Communications, ADM and Work & Family)	
Labour Standards	1,596
Administration	1,394
(HR, Minister's and DM's office and IT Services)	
Accommodation	1,365
Labour Relations Board	802
Labour Relations and Mediation	627
Worker's Advocate	538
Total	13,834

Trends and Issues

The modern workplace is more complex, diverse and difficult to define than that of thirty years ago. Not only is the very composition of the workforce significantly different, new industries, methods of work and markets have emerged in recent decades that have dynamically altered where, when, by and for whom work is now performed. The following, which illustrates the scope of the issues surrounding the modern workplace, is directly tied to the objectives and actions of the Department of Labour's strategic plan.

Changing Nature of Work

Work is undergoing both structural and demographic change. Part-time, contingent and contract, as well as self-employment, make up an ever-increasing proportion of work. Full time, permanent work continues to predominate, but much less so than in the past two or three decades. At the same time, the workforce is aging, there is a population shift from rural to urban areas and looming labour shortages will demand greater reliance on those groups, particularly Aboriginal people who are currently under-represented in the labour force. For example, the current participation rate for the entire workforce is 66%, compared to 53% for the Aboriginal workforce.

Workplace Health

A healthy workplace encompassing safe and healthy work practices, fairness and equity and inclusiveness and diversity is a key contributor to the social and economic well being of the province. Injuries and inequity in the workplace exact a heavy toll on both employers and employees, particularly new entrants to the labour force. In 2000 injuries cost employers $145.6 million in direct costs (the figure is composed of compensation, medical aid and vocational rehabilitation). Conversely, fair, equitable workplaces that reflect diversity and that stress inclusion reflect a healthy work environment.

Employer-Employee Relations

The industrial model of work, as characterized by centralized production, fixed work schedules and full-time, permanent work, allows for little flexibility in conducting work. The "post industrial" model, as characterized by the current growth sectors of knowledge, information and service, as well as globalization and free trade, are radically changing the way we work. Positive employee-employer relations that reflect co-operation and teamwork are keys to success and essential to maintaining Saskatchewan's competitive position.

Balancing Work-Family/Life

The significant increase in the number of dual earner families (and lone parent families) has intensified the stress and fatigue many employees experience as they attempt to balance the needs of their jobs and those of their families. Employers' interest has heightened in this issue as research shows that work-family conflict impacts on the economic well being of business and service organizations in the private, public and non-profit sectors.

Status of Women

The lives of Saskatchewan women are impacted by a number of factors, including labour force attachment, unpaid work, income and earnings and violence and harassment. Efforts to more fully integrate a diversity of women into the paid labour force must recognize a number of factors. For example, women (and particularly Aboriginal women) disproportionately assume primary responsibility for family caregiving. Women do more unpaid work in the home, have lower earnings than men and less financial security in their senior years.

Violence and harassment impact the economic, social and health status of women. It is estimated that one in four women in Saskatchewan has experienced violence at the hands of a former or current spouse. Research also reveals that approximately 23% of Canadian women have encountered work-related sexual harassment.

Where we are headed, what we intend to do and how we will measure progress

The strategic elements of the plan include a vision for the future, goals and objectives. The vision and goals are longer term, while the objectives are medium term.

For each objective the department has developed a number of key actions for the 2002-03 fiscal year.

Our Vision

Saskatchewan people work in safe, fair, representative and co-operative workplaces that contribute to ongoing economic and social development of the province.

Our Goals

Goal 1: Fair Workplaces

Goal 2: Co-operative Workplaces

Goal 3: Healthy and Safe Workplaces

We have started to develop performance measures and establish baseline data to measure progress in achieving our objectives. In some cases, an appropriate measurement is not readily apparent and will take time to develop.

Our performance measures will provide the basis for public reporting on our progress following the 2002-03 fiscal year.

Goal 1 - Fair Workplaces

Objective 1: Fair treatment of workers with respect to terms and conditions of work

Workers are treated fairly with respect to terms and conditions of work, among other things, exhibit a higher level of productivity, which, in turn, impacts positively on competitiveness, and profitability of the business.

Key Actions for 2002-03

- Initiate labour standards educational and compliance initiatives in specific sectors.
- Provide awareness and education programs to high schools, post-secondary educational institutions and employment centres to develop the knowledge and skills of future labour force entrants, particularly the 15-to-24 age group, about fair workplace practices.

What are we measuring?

Level of compliance with The Labour Standards Act

The Labour Standards Act promotes equity and fairness in the workplace by establishing basic standards of wages, hours of work and other working conditions for most employers and employees in the province. Equitable and fair workplaces reflect a high degree of compliance with the Act.

The Labour Standards Branch will select from sectors, enterprises or workplaces, including those with a high incidence of first time or entry level positions, that would benefit from a focused employment standards educational and compliance initiative. The selection process will be based, in part, on information from branch records, industry discussions, sector practices or complaints. The intent is to achieve a satisfactory "voluntary" compliance rate as confirmed by reviews of workplace practices.

Where are we starting from?

No common baseline exists to measure the level of compliance with the legislation. A baseline will be established specific to the sector that will be subject to an education and compliance initiative.

Goal 2 - Co-operative Workplaces

Objective 1: Improved skills for employers and workers in unionized workplaces to manage co-operative relationships

Workplace relationships embody many complex issues, which, if not resolved, threaten the viability of the organization and, more generally, the health of the economy. Successfully dealing with the issues requires that both employers and employees are skilled in joint problem solving and conflict resolution.

Workers who are treated fairly with respect to terms and conditions of work, among other things, exhibit a higher level of productivity, which in turn impacts positively on competitiveness and profitability of the business.

Key Actions for 2002-03

- Deliver workshops and training sessions in unionized settings to increase exposure to basic conflict resolution and problem solving skills to enhance workplace relationships.
- Provide services offering training and facilitation of preventive workplace mediations.

What are we measuring?

More positive collective bargaining relationships reported in workplaces where services have been provided

The outcome of workplace mediations should improve relationships and reduce the conflict that existed in establishments prior to the provision of services.

The facilitation of an interest-based collective bargaining approach may reduce conflict and increase co-operation in a traditionally adversarial environment.

Training employees and employers to improve their skills in dealing with workplace conflict can result in a more positive workplace environment.

Provision of joint problem solving and interest based bargaining training will increase the skill level of employers and employees.

Where are we starting from?

This performance measure is under development. Training in workshops will be provided to managers and employees where collective bargaining relationships are poor and training is requested. Training will be evaluated by participants at completion of the session.

Assessing the outcome of workplace mediations and skill building training sessions will occur three to six months after services are provided to measure the extent to which relationships have improved.

Training for joint problem solving and interest based bargaining will be provided to employees and managers where, prior to entering into collective bargaining, training is requested. Immediate participant assessment of training is received.

Assessing the outcome of training and facilitated bargaining sessions will occur three to six months after services are provided to measure the extent to which collective bargaining has improved.

Goal 3 - Healthy and Safe Workplaces

Objective 1: Improved workplace health and safety

Workplace injuries exact a tremendous toll, both in human and economic terms. In 2000, there were 35 fatalities and a total of 37,717 Workers' Compensation Board (WCB) claims filed for losses caused by workplace accidents (including 14,433 lost time injuries for workers covered by the WCB, 443 of which resulted in permanent impairment). Young workers between the ages of 15 and 24 suffered proportionately more injuries than older workers. We are working with the University of Saskatchewan (U of S) to track farm injuries and fatalities.

Key Actions for 2002-03

- The Division has identified 300 high-risk workplaces, utilizing WCB data and assigned officers to review the OH&S programs/management systems. Officers are working with these employers to finalize their programs.
- The following eight high-risk industries (with the highest lost-time injury rate and/or a significant increase in the lost-time injury rate) have been targeted for focused compliance initiatives this fiscal year. Officers have been directed to focus significant attention on places of employment in any of these high-risk industries: Residential Construction; Forestry/Saw Mills; Pipeline Construction; General Construction; Metal Manufacturing; Oil/Gas; Highway Construction; Health Care Facilities.
- Develop over 20 new partnerships with WCB surcharged employers to reduce workplace injuries.
- Introduce one WorkSafe Saskatchewan provincial prevention initiative in partnership with WCB.
- Enhance relationship with University of Saskatchewan Institute for Agricultural Rural and Environmental Health to promote farm safety through joint projects.

What are we measuring?

Lost time injury rate

The lost time injury rate measures the percentage of lost time injuries for workers covered by the WCB. Farm workers are not included.

Where are we starting from?

In 2000, the lost time injury rate for workers covered by the WCB was 4.43 workers per 100 workers per year.

Objective 2: Improved balance between work and family

The significant increase in the number of dual-earner families (and lone parent families) has intensified the stress and fatigue many employees experience as they attempt to balance the needs of their jobs and their families. Employers' interest has heightened in this issue as research shows that work-family conflict impacts on the economic well-being of business and service organizations in the private, public and non-profit sectors. The Work and Family Unit was established to assist all sectors in the province to strengthen their own capacity to develop workplaces which are more family-friendly.

Key Actions for 2002-03

- Provide awareness education on how lack of work and family balance is affecting employers, employees, families and communities.
- Facilitate partnership with Family Service Regina to build a work/family base. The result will be an integrated process/structure in Regina.
- Facilitate partnership with the Caregiver Association to organize "The Economics of Eldercare" resulting in a strengthening of the Saskatoon based group.
- Negotiate a Federal Grant for a community-based group with the result of an outreach program for small business in Yorkton.
- Provide resources, training events, hands-on consultation, knowledge dissemination venues and recognition awards to Saskatchewan employees and employers.

What are we measuring?	Where are we starting from?
The extent to which our program is building capacity in all sectors – business, labour, community and government to create more family-friendly workplaces.	
Specific measures:	
• The number of workplaces that request assistance in becoming aware of work and family issues.	• In 2001-02 fifteen workplaces received training on this issue.
• The number of work and family community based partnerships.	• One partnership in the province; two other initial developments began late in 2001-02.
• The number of workplaces that we are assisting to make sustained culture change.	• Four workplaces are currently working with the Unit.

Contact Information:

If you have any questions or comments about the plan, or would like additional copies, we invite you to call:

Saskatchewan Labour
Communications Branch
(306) 787-3637

or visit us online at:
http://www.labour.gov.sk.ca

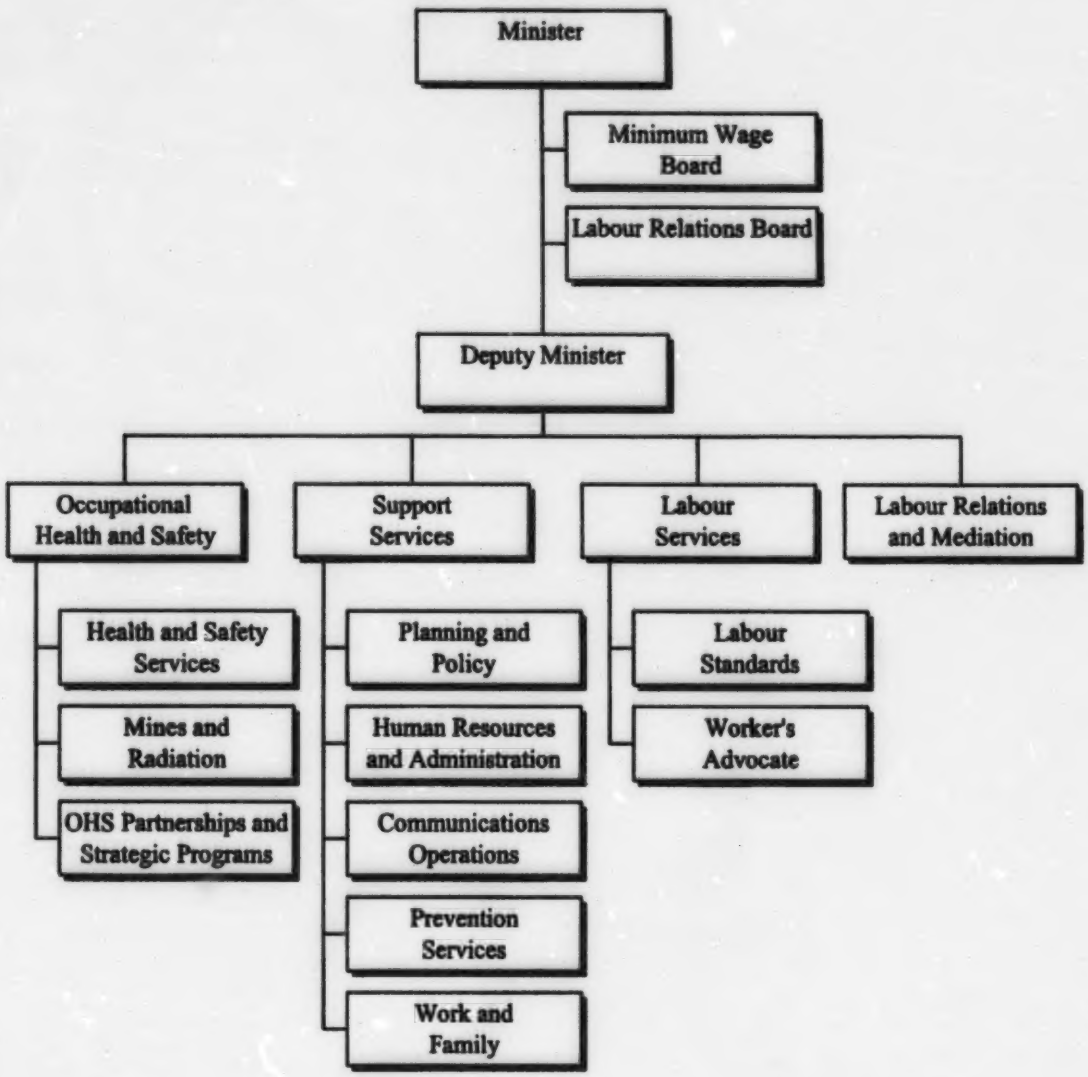
For Additional Information Visit:

http://www.readyforwork.sk.ca
http://www.sasklabourrelationsboard.com
http://www.workandfamilybalance.com
http://www.wca-cor.sk.ca

Organization Chart

Department of Labour

March 31, 2002



Appendix

Legislation administered by Saskatchewan Labour

The Building Trades Protection Act
The Construction Industry Labour Relations Act, 1992
The Employment Agencies Act
The Fire Departments Platoon Act
The Health Labour Relations Reorganization Act
The Human Resources, Labour and Employment Act
The Labour-Management Disputes (Temporary Provisions) Act
The Labour Standards Act
The Occupational Health and Safety Act, 1993
The Radiation Health and Safety Act, 1985
The Trade Union Act
The Victims of Workplace Injuries Day of Mourning Act
The Wages Recovery Act
The IPSCO Inc. and United Steelworkers of America, Local 5890, Collective Bargaining Act

For more information,
call the Communications Branch at 787-3637
or visit our website: labour.gov.sk.ca